

# ANCET

## EMPLOYMENT & TRAINING CAPACITY BUILDING FORUM REPORT

November 5 & 6, 2003



### **Alaska Native Coalition on Employment and Training**

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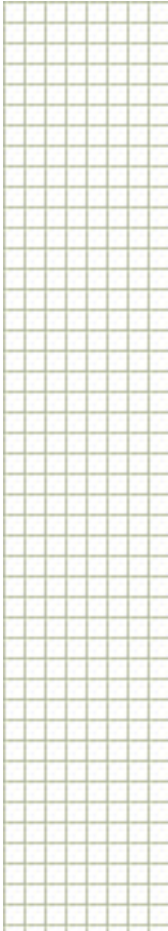
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## Introduction

ANCET is the acronym for the Alaska Native Coalition on Employment and Training. ANCET was formed in 1982 and incorporated on June 21, 2002. The Coalition is comprised of representatives of the Alaska Native regional non-profits and the Metlakatla Indian Community. ANCET acts from a global perspective on education, employment, training and economic development issues and concerns specific to Native people.

On November 5 and 6, 2003, ANCET sponsored a two-day Capacity Building Forum aimed at bringing together key stakeholders in the economic, workforce and community development areas to address issues in rural Alaska. Approximately 85 participants from across Alaska attended the conference.

Expected forum outcomes included:

- Reviewing the results of the Workforce Development Survey from Tribal Administrators and ANCET Service Providers
- Identifying rural goals participants have in common with workforce development.
- Developing cooperative actions that lead to local jobs and economic opportunities
- Creation of a coordination strategy that supports cooperative efforts leading to jobs, increased training, education and economic growth.

"The Alaska Native Coalition on Employment & Training is incorporated to serve as a Coalition of nonprofit Alaska Native service organizations to advocate for and promote opportunities in education, employment, training, and economic development for Alaska Native People, tribes and tribal organizations."





## ANCET Board of Directors

**Ms. Sharon Olsen, Chair**  
Central Council Tlingit & Haida Tribes of Alaska

**Mr. Ken Selby, Treasurer**  
Aleutian Pribilof Islands Association Inc.

**Ms. Margie Bezona, Secretary**  
Kodiak Area Native Association

**Mr. John Owens**  
Association of Village Council Presidents\*

**Ms. Pearl Strub**  
Bristol Bay Native Association

**Mr. Jerry Trainor**  
Kawerak Inc.\*

**Ms Bertha Akootchook**  
Arctic Slope Native Association

**Mr. Tim Anderson**  
Chugachmiut Inc.

**Ms. Mae Williams**  
Metlakatla Indian Community

**Ms. Tonilee Jackson**  
Copper River Native Association

**Ms. Donna Scott**  
Tanana Chiefs Conference\*

\*Ex Officio Members



## Letter of Thanks

Date: November 19, 2003

To: Conference Attendees

On behalf of ANCET and the entire Board of Directors, I would like to thank each of you for attending our Employment and Training Capacity Building Forum on November 5 and 6, 2003. It is only through the commitment and actions of key stakeholders such as you that we will be able to affect positive change in the workforce and economic development areas for Alaska Natives and our rural communities statewide.

ANCET extends its thanks for the continuing support of the Denali Commission, the Department of Community and Economic Development, and Department of Labor. Without these organizations and their commitment to the employment and training efforts of ANCET, this conference would not have been possible.

The conference was intended to bring together representatives from organizations and agencies across the state with a common mission in coordinating statewide efforts in workforce development. The conference promoted open dialogue and key issues, goals, barriers were discussed and an action plan developed with input from over 80 attendees. Without your hard work and commitment it couldn't have happened. This report outlines the information presented and includes the eight priority areas developed during the conference.

Again, we thank you for your continued commitment to building solid partnerships, developing opportunities in education, employment and training and working towards the betterment of Alaska Native people within the state.

Sincerely,

Rose Ellis  
Executive Director



## Forum Agenda

### **Wednesday, November 5, 2003**

- |           |  |
|-----------|--|
| 8:00 a.m. | Registration   |
| 9:00 a.m. | Welcome and Introductions -<br>ANCET Chair – Sharon Olsen<br>Executive Director - Rose Ellis |
| 9:30 a.m. | Alaska Native Issues Workgroup Report<br>Donna Scott, Tanana Chiefs Conference               |
| 9:45 a.m. | Goals and Expected Outcomes of the Forum -<br>Dick La Fever                                  |
|           | Survey Results and Discussion -<br>Jim Sanders   |
|           | Executive Summary  |
|           | Clarification of Survey Results (Q & A)  |
|           | Discovering the Common Goals between Rural Alaska<br>and Workforce Development               |
|           | Developing Solutions to Workforce Development<br>and Training Barriers                       |
| Noon      | Hosted Lunch – Presentation “Access to the Future”<br>Commissioner Edgar Blatchford          |
| 1:30 p.m. | Developing Solutions to Workforce Development and<br>Training Barriers – Continued           |
| 3:00 p.m. | Group Reports and Discussion   |
| 4:15 p.m. | Wrap-up  |



**Thursday, November 6, 2003**

9:00 a.m.

Developing a Mutual Agreement

Review of Solutions to Barriers

Critical Elements in an Agreement

Purpose

Solutions to Barriers

Partnerships

Commitments

Next Steps and Essential Follow Through Strategies

Closing Activities

Noon

Forum Concluded





## Opening Remarks

### Sharon Olsen, ANCET Board Chair

The conference opened with a welcome to attendees and introduction of the ANCET Board and staff. Ms. Olsen provided the statement of purpose for the forum: that it is intended to bring together representatives from State, Federal, unions, public and private agencies to meet with native organizations and other people with common interests and missions to coordinate statewide efforts and provide equal access to jobs and services in rural Alaska. Ms. Olsen stressed the importance of coming together and making a commitment to the effort of providing opportunities in education, employment, training and economic development for Alaska Native people.



### Rose Ellis, ANCET Executive Director

Ms. Ellis thanked attendees and recognized that the work to be done required a solid partnership, commitment and collaboration for the ultimate betterment for Alaska Native people within the state. Ms. Ellis introduced the conference team including Dick LaFever, Crossroad Leadership Institute, Facilitator; Jim Sanders, Rural Logistics and past Executive Director of the Alaska Workforce Investment Board, and Barbara Fleek, consultant.



### Representative Reggie Joule

Representative Joule indicated that there is not a shortage of jobs in communities such as Nome, Barrow, Kotzebue, Bethel, etc. What there is, is a shortage of qualified applicants for the jobs that are there. The challenge in the hub communities and villages is that students and people are disenfranchised

because there isn't economic growth in their villages. Rep. Joule recommended investigating job-sharing and industries such as aviation, health care, education, government, Native organizations and resource development opportunities. It has been said that people need to get involved in our communities and our education; as tribal people we can be a lot of help. "We need to figure out how we can deal with the jurisdictional issues so that the best involvement from communities can come forward. With approximately \$2 billion dollars and 15,000 employees in regional Native corporations, there is no question about the importance of the role Natives play in the development of the economic health in this state. We have to do better than get the bottom 50% of the jobs. Our people, with your help, need to step up to the plate and get the jobs because of their qualifications, not just because they are Native. There is no question in my mind that this can be accomplished."

### Krag Johnsen, Denali Commission

The number one goal is the development of infrastructure in Alaska. The Denali Commission is more than just an infrastructure builder, it is similar to a big staff meeting of federal and state agencies (Forest Service, Corps of engineers, HUD, State, Legislature, etc). It has the power of working together to solve issues across agencies. The Denali Commission involved itself with training when it was realized that it couldn't build another project until there were the staff to fill positions.

For the delivery of employment and training the Denali Commission relies on ANCET and other organizations.



### Commissioner Blatchford, DCED



Alaska is a small state with less than 700,000 residents and it employs thousands from outside. The emphasis of the Murkowski Administration is to put as many Alaskans to work as possible. The three things that have come to symbolize the Murkowski Administration's emphasis are: the need to instill hope, the need to take responsibility, and the need to be held accountable.



## Donna Scott, Tanana Chiefs Employment & Training

Ms. Scott provided an overview of the Alaska Native Issues Workgroup Final Report of recommendations from 2000 presented to the Alaska Human Resource Investment Council (AHRIC). The report was a collaborative effort of a number of key people looking at key issues in rural Alaska. The report speaks to the types of services and programs available in rural Alaska, the types of ANCET programs and funding sources for those programs; and the number of different WIA issues (as WIA was about to be implemented at the time of the report). It refers to the One-stop system consisting of different partners and services (not a series of buildings or offices); that people could come to one place and avail themselves of training and education services. Universal access is key to the report – it speaks to equitable access; that those in Huslia should be able to avail themselves of the same services as someone in Anchorage, Juneau or Fairbanks. The report references integration of programs. There is a need to look at the challenges that have been met and the accomplishments over the years; the concerns of native organizations including a full range of services available to all along with recommendations; welfare reform; networking with state, federal, university, schools, and what is the role of parents in the discussion; being equal partners with representation on appropriate boards; coming to the table and ensuring our voices are being heard and listened to. It is imperative that “we come out of this meeting with very clear goals and a plan for how we are going to make it happen.”

## Tribal Administrators & ANCET Service Provider Survey

Rural Alaska has the need for workforce development, education and training services, and economic development. There is also a need to have coordination when addressing these issues. The issues are complex and have many perspectives. Typically there is a Federal, State or agency perspective, but rarely do we have the community viewpoints represented. ANCET has the unique ability to effectively communicate with tribal governments, efficiently obtain responses from those governing entities, and recognizes that tribal governments are the front line of economic and workforce development in their communities. With that in mind, a survey was developed to assist ANCET in obtaining information on what is



happening at the local level in the workforce development arena and how programs are functioning in rural Alaska.

The survey was designed for two specific responders: tribal government administrators and ANCET service providers. Both surveys were structured around three independent development areas that are key to building community development: economic, workforce and educational/training systems.

## Tribal Administrators Survey

Tribal government organizations are federally recognized; have a community elected tribal council, and an elected chief or president. They have programs that provide tribal administration, employment and training, health programs, alcohol programs, Indian Child Welfare, village public safety and grant administration. The tribal survey was conducted in Sept to mid-October. 20% (44) were completed by telephone interviews or in person by ANCET service providers.

Tribal Administrator Survey findings included:

- 75% have residents requesting help with training opportunities
- Local Hire Construction Only: 1061 employees for projects; 63.8% were local hires; 75% had local recruitment; 40% received training; 58% made effort to hire women in non-traditional jobs.
- Tribal administrators look at the following for assistance with training requests (in the order of most used to least used): regional non-profit organizations; Job Corp; regional Native Corporation; AVTEC; University of Alaska; Alaska Works Partnership; State Employment Office; Union programs; Denali Commission training fund; ANCET central office.
- Do tribal governments keep a listing of trained residents for employment referrals: 55% do not, 33% do.
- Helpfulness of State Job Center Office: 44% no help; 23% little help; 3% always helpful; 30% unknown
- The frequency of requests from residents for finding jobs to the tribal government: 84% frequently; 16% rarely.



- Where do Tribal Administrators look for assistance with requests for employment: 1) regional Native non-profits; 2) regional Native Corporations; 3) State One Stop Job Center; 4) Alaska Works Partnership; 5) Union programs.
- How helpful is the State employment office: 49% no help; 29% little help; 17% unknown; 5% always help
- Percentage who feel local high school adequately prepares graduates for employment: 46% no; 34% yes; 20% unknown
- Tribal Administrators who feel local schools provide training information to students: 57% yes; 19% no; 24% unknown.
- Tribal Administrators who feel schools work with the Tribal governments to identify community training needs: 51% no; 33% yes; 16% unknown
- Tribal Administrators who feel business development assistance would be helpful: 89% yes; 9% don't know; 2% no.
- Tribal Administrators who want help with local arts and crafts marketing: 95% yes, 5% don't know.
- Tribal governments that have a community business development plan: 42% yes, 49% no, 9% don't know.

## ANCET Service Providers Survey



ANCET service provider organizations are regional non-profits corporations. They have State and Federal contractors, represent a specific region's tribes, and have an elected board and an elected president or chair. Programs include WIA, Child Care, TANF, BIA/IHS programs, Adult Basic Education, housing, Vocational Rehabilitation, Youth Services, and grants. The provider survey viewed factors for successful workforce development and how well State and Federal programs coordinated with ANCET service providers.



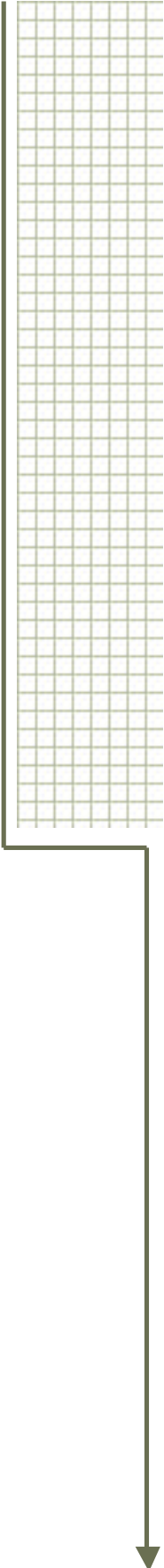
## Service Provider Survey Findings:

- Ranking of regional providers coordinating with workforce training programs on a scale of one to ten: regional health corporations, regional native corporations and the University of Alaska all ranked seven for coordination success. Village corporations, Denali Training Fund, State WIA programs ranked six; Alaska Works Partnership ranked 5; Union training ranked four.
- Ranking of regional providers coordinating with employment programs on a scale of one to eight: Regional corporations and Denali Training Fund ranked six; Health corporation and Alaska Works Partnership and State Job Service ranked five; union training ranked four.
- Service Provider perception of representation in policy making decisions of the AWIB: 67% Fair; 33% none.
- Ranking of coordination with other economic development programs on a scale of one to eight: Village corporations and DCED coordination success ranked six. Regional Corporations, HUD and Denali Commission ranked five; Economic Development Agency ranked four; Community Development Quota ranked three; Local ARDOR ranked two.
- Ranking of coordination between service providers and local school systems: Fair to Poor was the average response.
- Ranking of career counseling for locally graduating students: Average response was Poor.
- Ranking of job ready skills graduating students receive from local schools. Average response: Poor.

## Clarification of Survey Results

Attendees were asked to comment on the survey results and define what is needed to move forward in this area.

- There is a lack of presence in state programs in rural Alaska
- There is a disconnect between employers and the training providers

- 
- The educational system is not providing job ready skills
  - The majority of the employment disconnect is in the villages and federal/state agencies initiate programs without village representation
  - One missing piece between education and service providers and employment/training is addressing the discussion of what the HSGQE will be to the kids at the village level and what the certificate of attendance means to those who don't get their diploma. It is important to get both the diploma and the certificate of attendance.
  - At the Education Summit held November 3-4, 2003, one thing lacking was the GED. To get job ready a person needs a GED or high school diploma equivalency, but Job Corp only targets a specific age range; we have the same challenge to provide job ready skills and the GED to people over age 25.
  - There is a real opportunity for DOL and its employment programs to use an existing structure, ANCET, rather than creating another infrastructure. It will be a cost savings in providing equal access to everyone. ANCET already has the network capabilities and staff skills to provide these services. It has been tested and found successful.
  - There is a difficulty in finding deliverers of training in rural areas and finding the money to train and prepare people for jobs that may occur but are not necessarily available or ongoing at this particular time.
  - There is a need for ANCET to do its job; to coordinate and develop communication between various sectors and to discover and eliminate barriers. ANCET should be the catalyst and facilitator.
  - There is a need for regional planning and Memorandums of Understanding, even with employers. There should be a regional, multi-organizational planning effort with ANCET playing the primary role.
  - Local organizations lack the ability to identify their available workforce and qualifications so that when contractors come out to do the work and have an identified need, there has to be a mechanism in place to make those referrals quickly.



- There needs to be a coordinated effort for people involved in all sectors of employment and training. There must be a way to garner our forces together so that we have people who are willing to listen to us in order to advance employment and training in rural Alaska. We need a state and federal audience and private-level audiences that can work together and listen to each other identify steps that are needed and a timetable for it all.
- The Alaska Energy Authority doesn't want to see duplication. We all want networking, economic development, jobs, etc., however, in doing this we want to stay away from duplication of effort. We've gone through this before; it is time to do the next step and be held accountable for the outcomes.
- Each region is different and generalizations should not be made on a statewide basis because of the differences within each region.
- A good forum for increasing communication would be the Denali Commission workgroups with 24 different state/federal agencies in their MOU. These are agencies that are investing major money in rural Alaska.



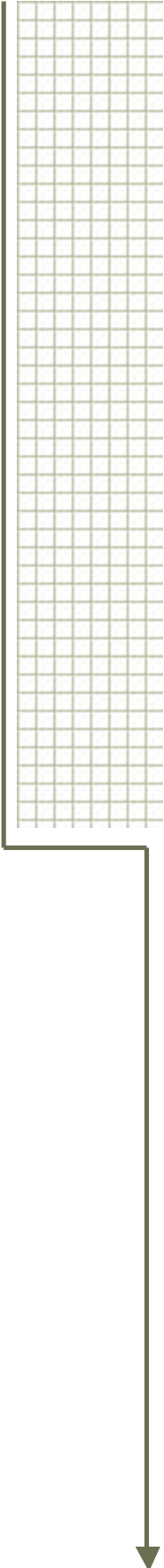
## DCED Commissioner Blatchford - “Access to the Future”

There is a legitimate concern that we need to put Alaska’s young people to work and put Alaskans to work first. We must look at new and different ways to do business. Many of our small communities have a young population that will be entering the workforce in a relatively short period of time. We need to begin a program that works or we will have thousands of young people unemployed throughout the state. We are fortunate to have organizations like ANCET. The administration would like to work closely with such organizations and support employment/training and economic development for all of Alaska. The administration is looking for new ways of doing business but there are great challenges. We need a plan. And, we must have hope, we must have accountability and we must take responsibility. The outline is “Access to the Future,” still a work in progress. We must have access to markets, access to technology and most importantly access to jobs. Administrative and legislative actions that are needed to reduce or eliminate impediments must be identified so that we can have responsible economic development goals. Projects must be prioritized based on sustainability. Opportunities must be seized and we must work together.

## AWIB Exec. Dir. Kitty Farnham-Workforce is Everyone’s Business

Ms. Farnham stated there is a connection between the Murkowski Administration strategy of “Access to the Future” and the job being done today on workforce development and that is that “Workforce Development is Everyone’s Business.” The problem is that the workforce, skill and wage gaps are growing and resources to develop our workforce are shrinking. The need is to ensure relevant, effective and efficient training leads to jobs based on employer needs. The solutions are: private/public partnerships; integrated, non-duplicative services; new investment strategy; a regional leadership. Priority Industries include: health care, information technology, construction, transportation, seafood,





hospitality, and education. Resources are shrinking. Public and private partnerships are key to ensuring the focus on employer needs; leverage what every partner does well; avoid duplication; increase access/integration and simplification; and ensure accountability. The goals are to improve reporting consistency, invite regional leadership to advise on investment choices and consequences, and improve multi-agency coordination at regional level.

## Developing Goals & Solutions

Forum attendees were asked to brainstorm at their tables and come up with a list of three to five recommendations on common goals between Rural Alaska and Workforce Development. (See Appendix A) These goals were further refined to develop solutions to workforce development issues and barriers. The end product resulted in eight areas that need to be addressed to develop an action plan for moving forward in addressing workforce development in rural Alaskan communities. Each forum member was allotted five votes to prioritize the eight areas. Votes could be split among the eight areas, as long as each attendee voted for at least two areas.

1. Developing or enhancing the educational system with more concentration on job ready skills and vocational training – received 61 votes.
2. Database, linkages, clearinghouse, Internet access - received 38 votes.
3. Success stories/role modeling - received 25 votes.
4. Establishing communication and two-way regional conduits, creating an Alaskan Native coalition on employment and training, and strengthening partnerships - received 24 votes.
5. Develop local hire, change contract language to promote/require more local hire - received 21 votes.
6. Rural representation and presence in each area to foster business - received 19 votes.
7. Substance abuse education and training - received 17 votes.
8. Develop community plans and local level development of training needs – received 13 votes.



## Audience Comments

Additional time was taken to obtain audience comments on the eight areas.

Comments included:

- There is a high turnover in rural educators; we need trained rural educators.
- Involvement of industry/private/non-profit would help community be prepared to take over tomorrow – YKHC has partnered with several entities in region. There is a pilot project providing dual high school credit for personal care attendant.
- Database could provide information to potential students on where they could get training on a particular project.
- Alaska Technology Users Consortium, asking for public and private membership to negotiate reduced rates for connectivity in rural Alaska. This is a fairly new consortium being organized by Jerry Covey.
- Rural Development Council invited FCC. The FCC is interested in sending broadband into rural areas. There are several Information Technology entrepreneurial programs/internships in the bush. The USDA has grant programs available this year.
- We need to find a way to get Internet access into rural homes. When budgets get cut, the first ones to go are the after-school programs which will limit access to Internet in rural communities who currently utilize the local schools for their Internet access.
- Denali Commission found that approximately 150 communities didn't have local dial up connections and had to pay long distance connection for Internet service. Approximately 120 communities will have local high speed or dial up available by next year.
- Kawerak/Golovin success story: \$180 million coming into Bering Straits Region in next 3-5 years. Golovin would have \$19 million, part of which was a new school. If locals were trained would contractor hire more locals for project? Contractors said yes. 18 students participated. Names provided to contractor. 27 people identified as looking for work. All 27 were hired. Local residents earned over 29,000 hours of work. The imported hours were 8,000.

72.8% local hire; with Davis Bacon wages and no overtime calculated: estimated economic impact \$1,000,000 in labor wages earned in Golovin.

- It is important to work with the current administration to help ensure current laws are followed, i.e. TERO -Tribal Employment Rights Office.
- Regional Councils – all the groups within a certain region come together to meet and touch base with one another. ANCET could be the lead to bring together representatives from private, public, non-profits within a particular region to voice concerns and then bring these to a higher level.
- Alcoholism needs to be addressed so that participants in programs don't fail and therefore the community doesn't fail because of these set backs. Must have a healthy community to build the workforce development and economic development.
- Community vision – a plan for the future. Involve the people. Rely heavily on computer-assisted instruction – to ensure disciplines (math, science, language) are there with a good facilitator to guide students through to other resources. The community helping themselves and each other.

**Dick LaFever**, Facilitator



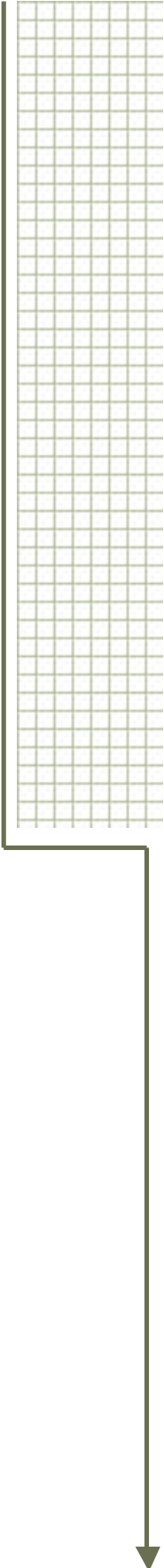




## Action Plan Recommendations

Forum attendees took the time to make some recommendations based on the eight priority areas identified and develop ideas on who might be the most appropriate entity to take on some of the responsibility. These recommendations included:

- ANCET facilitate regional meeting summits to bring together state, federal, and tribal stakeholders to develop a plan that includes accountability for each component or piece and that addresses funding issues. The end result should be a formal Memorandum of Understanding.
- ANCET should take a leadership role in providing information, being a clearinghouse, making friends in legislature, establishing partnerships, ensuring efficiency and no duplication of services and be the workhorse for regions in coordinating work services, providing direction obtained from the villages within each region. Regional training plans should be designed within each region so there is local level involvement, buy-in and understanding. The structure would be ANCET at the top with regional summits bringing village information forward.
- Some ideas for which organizations can take on which priority area include: Education – the Alaska Native Education Consortium is a statewide forum and would need to know training and employment needs within each of the regions. Database – this could be a Department of Labor function to coordinate and provide information. Success Stories – the AFN could provide. Communication - State database and Department of Labor. Representation and community plans – there needs to be regional training summits or training plans. It is important that each region, being different and unique, all have their stakeholders participate in and be held accountable for the plan. Substance Abuse – there is \$17 million in new funds going directly to regions for wellness programs.
- ANCET should take lead in addressing the eight target areas. Start a website, follow through with concerns to all participants in forum, and how they will be addressed. Education: First Alaskan's Institute. ANCET to take leadership role and come up with plan of action and let participants know.
- Education has a broad spectrum of components to cover: educating communities, tribes, administrators, and students (young and old). The lead in this area would have to be broken down into various subsections. Vocational education statewide - Alaska Works might



be appropriate; Inter Tribal Council for tribal administration/council; regional corporations to take a role in employment and training statewide with ANCET assistance. School Board Association for public education and school system. ANCET and Department of Labor could collaborate on the database. Success stories - ANCET, non-profit and regional entities. Communications - lead agency ANCET & ANSCA (for profit statewide assn). Restructure of contract language: TERO.

- ANCET should provide advocacy from the local grassroots workers and regional advisory boards. Information flows from the local level to the regional level to ANCET. ANCET advocates on behalf of local and regional levels. ANCET would form partnerships. TERO would be responsible for local jobs and local hire.
- ANCET could facilitate meetings of other statewide organizations (like the Alaska Native Education Council, AFN, HRC and others). A new consortium focusing on Alaska natives, education, training and employment globally so federal government and foundations understand that the focus on Alaska Natives and moving Alaska Natives forward in a holistic way for education, training and employment. There needs to be a database with a section focused on Alaska Natives.
- ANCET should increase its membership statewide.
- Control will be an issue – must eliminate the barrier of perception of loss of control/voice. ANCET could be facilitator of group so that everyone feels they have a voice. ANCET could take on not just the training but also the whole facilitation role.
- Create a regional voice, not just a Native voice but ways in which the state, federal, borough, tribal and regional organizations can come together to provide leadership in any particular region. ANCET has a big role but it is not just Natives and training but economic development and more. Develop the sharing of information, exchanges, outputs, and approaches. Put together and map out the process for filling a job, providing training, etc. Define responsible (accountable) entities and who should be consulted in the process and where information needs to be disseminated.
- ANCET should take on a large role in developing national policy.





## ANCET Board Meeting

The ANCET Board; Rose Ellis, ANCET Executive Director; Kitty Farnham, AWIB Executive Director; and consultants Dick LaFever and Jim Sanders met after the conclusion of the Capacity Building Forum.

### Conference Recap

Mini-Forums: should be regional, with ANCET coordinating; government entities, tribes and regional non-profits should be invited; issues to be identified in these forums; involve Regional Advisory Committees; work in cooperation with the AWIB. Example: Kawarek could host a regional conference with ANCET serving as the underwriter with having received funding through the Denali Commission.

ANCET: ANCET should act as a facilitator; they are a viable entity; there is government support, i.e., Commissioner Blatchford presented three (3) models that could be used: Nelson Island; Bristol Bay, and the Greely area; should focus on the “Alaska Hire” aspect of this; and ANCET should become an “ad hoc” member of the AWIB.

Proposals: Denali Commission or others such as DOL, or DCED. Others could possibly endorse ANCET’s proposal to the Denali Commission.

Partnerships: potentially beneficial partnerships include Denali Commission; ANCSA; First Alaskans; AWIB; DOL; AFN; USDA; DCED (Access to the Future), and ANCET members.

MOU’s: MOU’s form a strategic plan with lead agencies and creates a “road map”, or this could lead to the development of MOU’s.

Note: There was talk of regional non-profits wanting the money from the Denali Commission and whether or not this could potentially be a barrier. The consensus was that ANCET would not compete with regional non-profits, but that the non-profits could apply directly to the Denali Commission for funding. ANCET would be developing a proposal for funding to serve as the facilitator, etc., for various types of functions.



## What is ANCET's Role and Function?

There was discussion of ANCET's role and function as a result of conference feedback. Conference feedback included:

- ANCET to act as catalyst and facilitator.
- Mini Forums – Statewide
  - Work with partners, do the outreach.
  - Have a job fair with the Min-Forums.
- Involve private businesses.
- Develop databases.
- Work with Regional Non-Profits.
  - Obtain Denali Commission funding.
  - Past “customers” are the regional non-profits.
  - New “customers,” such as government entities, education groups, etc.
- Grants
  - Conduct mini-forums.
  - Develop a clearinghouse – data base to be developed.
- Memberships.
  - Subscriptions – at \$100 an entity. (idea).

## The Role of DOL/AWIB

A discussion on the Department of Labor and the Alaska Workforce Investment Board's role included:

- ANCET to work with the Alaska Workforce Investment Board.
- DOL and ANCET – possibility of working with each other and on a statewide basis.
- Data Base – ANCET's role would need to be explored.
  - How does ANCET get credit for positive additions to the database?
  - Training needed on how to utilize the state's system.

- Training of Trainers  
Resume project to be moved forward with ANCET involvement.  
Clearinghouse – “blueprint”.  
Technical assistance required and is provided.
- DOL does a good job with hub communities, but work with individual villages could improve. This is where ANCET could play a major contributing role.

Kitty Farnham commented on several items, including:

- Establish forums for regional “voices.”
- Know what you know.
- Best practices – inventory.
- Identify the gaps – what are the resources. Avoid duplication and overlap.
- Weave the parts together. Cited RASCI and also referenced the puzzle picture in the Workforce Investment Strategy pamphlet.
- Economic Development, Workforce Development, Education, Healthy Communities and in the center is a “Shared Community Vision”.
- The database project should be a converging diagram with the following items leading into the center:
  - AKCIS
  - Individual databases, i.e., Universities, non=profits
  - UA’s new project
  - RAPIDS – Community profiles.
  - Community resume.
  - MIS
  - Alyxsys (?). Tom Nelson’s group.
  - ES/Job Center, U.I.
- AWIB and ANCET working together.
- ANCET to develop a MOU with the Denali Commission.  
Referenced “Access to the Future”  
State/Federal/Alaska Native Organizations.  
Planning.

## RAPIDS.

Also referenced other “tool kits” and Seed Money (?).

- Discussion on other models – i.e., SWAMC, and Delta/Interior, and the Southeast.

Some of the positives of ANCET and the AWIB working together are:

- Integrated view of the region.
- Guidance and priorities on investments.
- Responsibility and accountability.
- State could provide money for planning proposals for individual communities. (Question – what about regions?).

## Action Items

1. ANCET to become an “ad hoc” member of the AWIB. This was a very strong recommendation as a result of the conference. Note: There was also discussion of how ANCET could serve as the lead in facilitating regional conferences. ANCET could possibly work under the AFN/Human Resources Committee. There was some discussion on the fact that AFN has already passed a resolution to this effect. There was also discussion on the number of regions and why there are seven regions when there twelve 12 Native Regions under ANCSA that might work better.
2. Resume project with DOL. ANCET needs to submit a proposal to DOL.
3. DOL and ANCET to possibly work jointly on database project.
4. The conference report to go to all participants and invitees.
5. ANCET and Kitty Farnham (AWIB) to work on an approach to AFN/HRC.
6. Develop proposal to the Denali Commission.
7. Proposal to DOL for statewide assistance money.

- 
8. Executive Committee of ANCET to meet before December 15<sup>th</sup> to review and discuss draft Denali Commission proposals.

## Summary

The conclusion of the conference involved developing a common understanding of the important issues and an action plan. One of the first steps identified was the establishment or continuation of a forum/structure that brings assets and issues to the forefront; develops partnerships; increases communication and discussion on identifying needs, barriers and actions; and then provides oversight to making it happen whether through Memorandums of Understanding or some other mechanism. Many voiced opinions on utilizing ANCET as a coordinating and facilitating organization; to continue to ensure the open flow of information amongst regional for-profit organizations, nonprofits, State and Federal government, and tribal entities at the local level. Several others suggested utilizing mini-regional forums with ANCET acting as the clearinghouse for identifying funding sources and creating a roadmap for future action. The involvement of employers in the process was seen as a key component as well the establishment of partnerships and involvement of key stakeholders at the local level.

## Appendix A: Discovering Goals and Developing Solutions

Attendee recommendations, goals or strategies for an action plan.

### **Table 1**

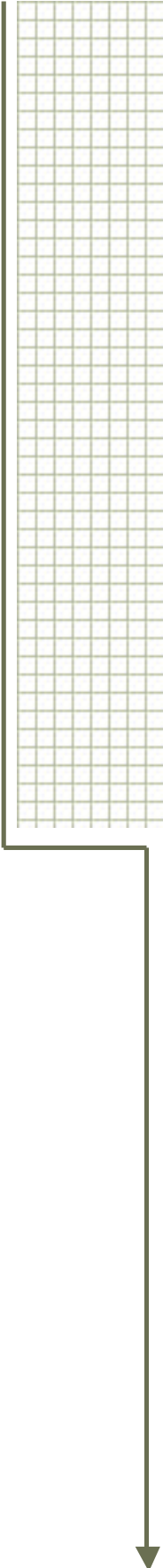
- Filter information; identify barriers (alcohol, drug, ESL), projects.
- ANCET two fold mission: council, partnership sharing, inclusive structure, tribal systems structure.
- Need the state and federal government to sign off thru Denali Commission with declarations and such with a structure in place and focus by federal and state.
- RAPID, identification of projects that are happening and will be happening in a community.
- Suggest employment and training work group under Denali Commission.
- New schooling system.

### **Table 2**

- Education for rural students and tribal administrators/councils (i.e. community leadership) to develop knowledge of economic and job creation opportunities.
- Improve access to state and federal business development opportunities.
- Need a state government presence in each tribal/rural area to foster business and job development.
- Start thinking about how to deal with reductions in federal funding.

### **Table 3**

- Statewide sponsored connectivity.
- Database of services.
- Database of all our people.

- 
- Database of educational and training providers.
  - Database of funding.
  - Coordination of all of the above. ANCET has access to the people in order to create its own database but we need to identify the resources.

#### **Table 4**

- Develop a resource and research center to maintain connections for grant projects, trainers and placement of workers.
- Develop professional long-term training programs for long-term jobs.
- Need to have more rural representation on statewide boards and commissions.
- Monetary commitment for jobs.
- Formation of regional advisory boards so that a region has a voice that will be brought to the statewide forum.
- Utilizing apprenticeship programs to access high school graduates for vocational training.

#### **Table 5**

- Assessing and locally changing education delivery system.
- Fill existing jobs (local hire) and forecasting future needs to accommodate future growth.
- Highlight success stories.
- Promote sustainable economic development plans in rural Alaska.
- Partnership is a two way street. ANCET and the regional non-profits need to work together with the State and Federal governments and vice versa.

#### **Table 6**

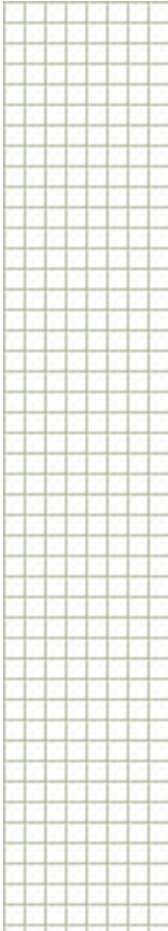
- Youth employment/career education needs to be emphasized in grades K-12.



- A need exists to develop our youth to be workforce ready by understanding the workforce culture, i.e. why it is important to show up for work and to be on time.
- Preparing community members for employment opportunities (training, child care) in future projects within their community.
- Requests for employment are frequently asked of tribal administrators. Tribes rarely use state employment offices. Therefore, tribal/rural unemployment is not incorporated into state unemployment figures. Ownership should be statewide not just local/tribal. Unemployment doesn't count "discouraged" workers – only those who are actively seeking work.

### **Table 7**

- Provide more training for local residents in rural Alaska.
- Provide ways to overcome barriers in obtaining housing and transportation in rural Alaska as it relates to employment opportunities.
- Create a community development plan to access funding for employment opportunities.
- Tribal administrators are key and pivotal to local opportunities so tribal administrators need to be aware of and appropriately trained in employment and training issues.
- Importance of creating vocational high schools and focusing on employment and life skills.
- Have local production factory in rural villages.
- Villages need to work with State to coordinate opportunities
- Develop native controlled education and give parents and community a voice in creating curriculum.
- Create and update community workforce profiles.
- Create a way to transfer state resources to the more effective tribal organizations.
- Government to direct additional resources to rural Alaska regarding the discovery of new exportable resources.

- 
- Where the state wants to provide services to rural Alaska, use existing infrastructures and reduce duplication.
  - Economic development and jobs are largely dependent on support factors such as transportation, energy, markets, etc. Cooperation between the tribal sector, state and federal sector and the private sector is key to all of the aforementioned.

**Table 8**

- Need for coordination regionally and ANCET should be doing that outreach piece.
- Identification of best practices for implementation regionally and locally.
- Equitable Internet access would allow for marketing arts and crafts, distance education, and job resources at people's fingertips.
- Basic education (adult education) needs to be job ready for any job and ongoing substance abuse training and continuing education to upgrade job skills should be made available locally.

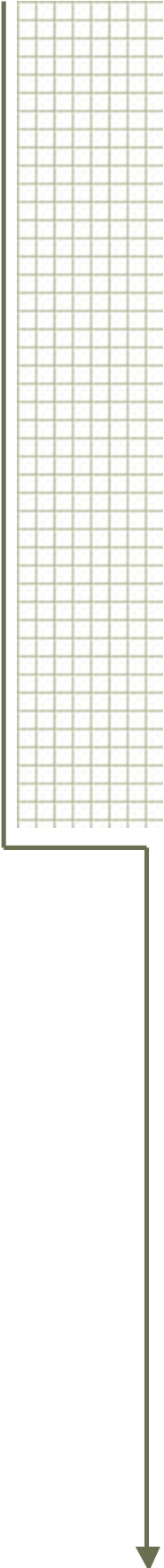


## Appendix B: Discovering Goals and Developing Solutions – Next Step

From the list of recommendations, goals and strategies for an action plan, the attendees further refined these areas by developing the “next steps.” These are tasks defined as being important to the continued growth of workforce and economic development for Alaska Natives. Before beginning the process the audience commented that the group should not be building a “to-do” list for any one organization but should figure out how to work collaboratively to fill the gaps. Other comments included: “there is a need to make plans for the future and there should be a platform to carry it forward and involve all the agencies”; “there is a need to identify future resources”; and, “we need to identify future resources; what needs to be done, not who needs to do it.”

The following are “Next Steps” developed by conference attendees. From these ideas, the eight priority areas (see Developing Goals and Solutions) were developed:

- Synchronized database of workforce shared between all employers
- Designed system linking private, public and non-profit to one another to provide training opportunities.
- Education of tribes, communities and students to develop economic knowledge and job creation opportunities.
- Need state presence in each tribal/regional area to foster business and job development and training.
- Regional Platforms that would identify distractors and priorities that would act as a two way regional conduit of communication to identify employment opportunities; identify skilled workers; and assist local people to fill the gap.
- Strength emphasis in local K-12 education to focus on job ready preparation including basic skills, vocational training track, life skills (a new program through Army National Guard called “About Face Program”)
- Development of community plans (5 year, strategic, ongoing).
- Training in villages for major capitol projects (construction and skilled tracks); and those jobs that will develop from that project (i.e. health clinic construction, also train health care workers).

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- Restructure project contract language for local hire preference to include a provision to train local residents to do jobs.
  - Statewide and equitable Internet access.
  - Transfer state resources for effective tribal control.
  - A new education delivery system.
  - Substance abuse education/training.
  - Create an Alaska Native Coalition for Education, Training and Employment to be a source for everyone to come together to collaborate and work towards future actions.
  - Identify education and employment barriers and provide means of overcoming barriers
  - Ongoing substance abuse training/counseling.
  - Educate the reality of workforce; more training for residents as appropriate to lifestyle
  - Regional employment and training groups with accountability and responsibility
  - Highlight success stories.
  - Statewide community with database, resources and possible resource centers for grants, training programs and employment opportunities
  - Youth employment and career education needs to be emphasized.
  - Strengthen partnerships amongst government (state, federal, local), tribal, private, regional and workforce.
  - Overhaul present K-12 educational system to include more vocational training and job readiness and less concentration on exit exams.
  - Create and update community profiles by region (database). Village resumes that identifies workforce, natural resources, equipment, infrastructure.
  - Highlight success stories
  - Develop long-term training programs with the help of Denali commission, ANCET, state, federal, regional

- 
- More rural representation on statewide board, school boards and commissions.
  - Database of what's being done now, Internet accessible, with training and workforce profiles.
  - Education initiatives for 14-18year olds (About Face, National Guard program), job readiness skills.
  - Adult Basic Education opportunities.
  - Job culture, employer expectations and workforce expectations (showing up to work on time).
  - Best practices and success stories (failures/learn from mistakes). (See artisans program at [www.northwestarcticborough.org](http://www.northwestarcticborough.org).) Identify support structures that helped success.
  - Partnerships: shared responsibility, accountability and follow through by all the partners.
  - Statewide database with available training, position openings, job seekers, best practices
  - Local level development/training needs;
  - Regional capabilities to serve local development and training needs;
  - State and federal funding availability to meet local development and training needs.
  - AWIB has an emerging prototype database with information skills info, training resources, etc. and perhaps interfacing to RAPIDS, etc.

## Appendix C: Participant List

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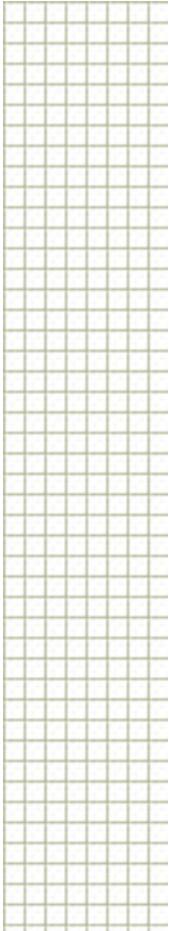
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## Appendix D: Conference Consulting & Facilitating Team

The consulting and facilitating team would like to thank Rose Ellis and the ANCET Board of Directors for allowing us to be a part of this exciting process. Our success is due to their leadership and expertise. We were honored to be involved in a strategic planning process that has the potential to create enormous positive change in the workforce development arena with Alaska.

The consulting and facilitating team included:

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**Jim Sanders**, Rural Logistics

**Barbara Fleek**, Consultant

**Anneliese Tschannen**, Professional Administrative Services, Inc.



Left to Right: Jim Sanders, Barbara Fleek, Dick LaFever